

CALIFORNIA DEPARTMENT OF VETERANS AFFAIRS  
VETERANS HOME OF CALIFORNIA, YOUNTVILLE  
CONTINUOUS TESTING  
OPEN, SPOT EXAMINATION  
Bulletin Release: 01-03-05



CERTIFIED NURSING ASSISTANT  
Monthly Salary: Range A - \$2,049.00 - \$2,491.00  
Range B - \$2,200.00 - \$2,674.00

EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORKPLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

HOW TO APPLY: Submit a State of California application (Form 678). This examination is given on a continuous basis and applicants will be notified and tested as needed. Do not submit applications to the State Personnel Board.

A copy of a current Nursing Assistant Certificate issued by the Department of Health Services must be attached to the State application.

SUBMIT APPLICATIONS TO: VETERANS HOME OF CA, YOUNTVILLE  
Human Resources – Testing Unit  
110 California Drive  
Yountville, CA 94599-1414

SALARY: Range A - \$2,049.00 - \$2,491.00  
Range A. This range shall apply to incumbents who do not meet the criteria for Range B.  
  
Range B - \$2,200.00 - \$2,674.00  
Range B. This range shall apply to persons who have satisfactorily completed one year in the California state service performing the duties of Certified Nursing Assistant, Range A, and who have completed a training course of correlated classroom instruction and supervised ward experience administered by the Veterans Home of California.

FINAL FILING DATE: CONTINUOUS – Testing is considered continuous as dates can be set at anytime and eligible lists are merged.

EXAMINATION ELIGIBILITY LIMITATION: The testing period for this classification is 12 months. You may not test for this classification more than once in a testing period. If you have taken an examination for this classification with the Department of Veterans Affairs within the last 12 months, you are not eligible to compete in this examination.

SPECIAL TESTING: If you have a disability and need special testing arrangements, mark the appropriate box in part 2 of the Application for Examination. You will be contacted to make specific arrangements.

NOTE: Accepted competitors are required to bring either a photo identification card or two forms of signed identification.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION:

NOTE: All competitors must meet the education and/or experience requirements for this examination. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required.

NOTE: All applications/resumes must include: "to" and "from" dates (month/day/year); time base; and civil service class titles. Applications/resumes received without this information will be rejected.

MINIMUM QUALIFICATIONS:

Possession of a current Nursing Assistant Certificate issued by the Department of Health Services.  
And  
Six months of patient care experience as (1) a medical corpsman in a branch of the armed forces; (2) a practical vocational nurse under the direction of a doctor; or (3) an attendant caring for the physically ill, handicapped or disabled patients in a public or private institution.

Additional Desirable Qualifications: The equivalent to completion of the 12th grade.

Special Personal Characteristics: Concern for and interest in working with patients; sympathetic understanding of the patient; willingness to comply with prescribed procedures; patience and emotional stability. Willingness to work nights, weekends, and holidays, varied shifts and overtime.

THE POSITION

In a 24 hour facility, the Certified Nursing Assistant, under medical or licensed nursing supervision at the Veterans Home in Yountville, California, provides nursing care to primarily geriatric patients who are physically ill, disabled, or convalescent; assist the physician or nurse with examination and treatments of patients; motivate and assist patients in developing and utilizing their maximum potential for self-care; and performs other related work.

EXAMINATION INFORMATION: This examination will consist of a Qualifications Appraisal Interview only, weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.

SCOPE: In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

CERTIFIED NURSING ASSISTANT – TL81/8185  
5VAA3

CONTINUOUS FILING

ISSUED 01/03/2005 INFORMATION ON THIS BULLETIN SUPERSEDES ALL PRIOR BULLETINS.

CERTIFIED NURSING ASSISTANT  
CONTINUOUS FILING  
Open, Spot - Yountville, California

- A. Knowledge of:**
- 1. Routine hospital techniques of bathing, feeding, lifting, and transporting patients, making beds, and caring for patients' clothing and other property.
  - 2. Hospital routine and procedure.
  - 3. Proper methods and attitudes involved in meeting the physical and psychosocial needs of physically ill, handicapped, or disabled patients and assisting medically trained personnel.
  - 4. Accepted first aid methods.
- B. Ability to:**
- 1. Develop skills in the performance of routine hospital techniques of bathing, feeding, lifting and transporting patients, making beds, and caring for patients' clothing and other property.
  - 2. Assist medically trained personnel.
  - 3. Communicate at the level required for successful job performance.
  - 4. Keep simple records.
  - 5. Communicate effectively.
  - 6. Analyze situations accurately and participate in an appropriate course of action.

If conditions warrant, this examination may utilize an evaluation of each candidate's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his/her application. List all experience relevant to the "Requirements for Admittance to the Examination" shown on this announcement, even if that experience goes beyond the seven-year limit printed on the applications. Supplementary information will be accepted but read the "Requirements for Admittance to the Examination" carefully to see what kind of information will be useful to the staff doing the evaluation.

**ELIGIBLE LIST INFORMATION:** The resulting eligible list will be used to fill vacancies in Yountville, California only. Names of successful competitors are merged into the list in order of final scores regardless of date. Eligibility expires 12 months after it is established.

Veterans Preference credits will not be granted in this examination. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive veterans' credits.

General Information

It is the candidate's responsibility to contact the Human Resources in Yountville, California, (707) 944-4550, three days prior to the written test date if he/she has not received his/her notice.

For an examination without a written feature, it is the candidate's responsibility to contact Human Resources in Yountville, California, (707) 944-4550, three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at State Personnel Board offices and local offices of the Employment Development Department, and the Department noted on front.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigations may be made of employment records and personal history and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and regency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

**Veterans Preference:** California law allows granting of veterans preference points in open entrance examinations and open nonpromotional examinations. Credit in open entrance examinations is granted as follows: 10 points for veterans, widows, or widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in open nonpromotional examinations is granted as follows: five (5) points for veterans; and 10 points for disabled veterans. Directions for applying for veteran's preference points are on the Veterans Preference Application form (Form 1093) which is available from State Personnel Board Offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, Ca 94295-0001.

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Veterans Home of California, Yountville  
Human Resources - Testing Unit  
110 California Drive  
Yountville, California 94599-1414  
Public Telephone (707) 944-4550  
TDD voice of hearing impaired (707) 944-4560  
www.cdva.ca.gov